



May 7, 2010

Regina Griggs  
Executive Director, PFOX  
P O Box 510  
Reedville VA 22539

Dear Ms. Griggs:

We have received your application to exhibit at the 114<sup>th</sup> Annual PTA Convention and Exhibition convention.

After careful review of the application and a screen of your organization's mission, goals and objectives, National PTA's Exhibits Screening Committee and Senior Leadership have decided to decline your application.

Through our Exhibitors screening approval process, we determined that your organization's mission, goals and objectives are not in harmony with National PTA's Diversity and Inclusion Policy; and therefore, do not align with our Association's core values and beliefs. Please see the attached policy for your reference.

Thank you for your interest in exhibiting.

Sincerely,

A handwritten signature in black ink that reads "Chuck Saylor".

Chuck Saylor  
National PTA President

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## **National PTA Diversity and Inclusion Policy†**

The National Congress of Mothers, irrespective of creed, color or condition, stands for all parenthood, childhood, homehood.

*Alice McLellan Birney, 1898  
Cofounder of National PTA*

Those words, true in 1898, are even truer today. PTAs everywhere must understand and embrace the uniqueness of all individuals, appreciating that each contributes a diversity of views, experiences, cultural heritage/traditions, skills/abilities, values and preferences. When PTAs respect differences yet acknowledge shared commonalities uniting their communities, and then develop meaningful priorities based upon their knowledge, they genuinely represent their communities. When PTAs represent their communities, they gain strength and effectiveness through increased volunteer and resource support.

The recognition of diversity within organizations is valuing differences and similarities in people through actions and accountability. These differences and similarities include age, ethnicity, language and culture, economic status, educational background, gender, geographic location, marital status, mental ability, national origin, organizational position and tenure, parental status, physical ability, political philosophy, race, religion, sexual orientation, and work experience.

Therefore PTAs at every level must:

- Openly assess beliefs and practices to assure inclusiveness and guard against discrimination;
- Make every effort to create a PTA board and membership that is inclusive and reflective of its community;
- Encourage that all PTA activities at the school be planned by a committee which is representative of the population
- Foster programs and practices that eliminate bias, prejudice and misunderstanding within their communities;
- Become acquainted with the leaders of the many diverse groups in the community and collaborate with them to increase parent, family and community involvement;
- Educate its leaders and members to the needs, cultural beliefs, traditions and family structures of the population they serve; and
- Propose change wherever discriminatory practices are perceived.

PTA values and appreciates diversity, which enriches and strengthens the structure of our society within our state and nation.

†This policy should be used in its entirety with no portion quoted out of context.